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## The Gazette of India



EXTRAORDINARY

PART II—Section 3—Sub-section (1)

PUBLISHED BY AUTHORITY

No. 53]

NEW DELHI, MONDAY, MARCH 21, 1960/CHAITRA 1, 1882

## MINISTRY OF LABOUR AND EMPLOYMENT

## NOTIFICATION

*New Delhi, the 21st March 1960*

**S.O. 704.**—In exercise of the powers conferred by section 7B of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes a National Industrial Tribunal with headquarters at Bombay and appoints Shri Justice Kantilal Thakordas Desai, Judge, Bombay High Court, as the Presiding Officer of that Tribunal.

[LRII-10(48)/60-I.]

## ORDERS

*New Delhi, the 21st March 1960*

**S.O. 705.**—Whereas the Central Government is of opinion that an industrial dispute exists or is apprehended between the banking companies and corporations specified in Schedule I hereto annexed and their workmen in respect of the matters specified in Schedule II hereto annexed which are either matters in dispute or matters connected with or relevant to the said dispute and that the dispute involves questions of national importance and also is of such a nature that industrial establishments situated in more than one State are likely to be interested in, or affected by, such dispute;

And whereas the Central Government is of opinion that the dispute should be adjudicated by a National Tribunal;

Now, therefore, in exercise of the powers conferred by sub-section (1A) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute to the National Tribunal constituted by the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 704, dated the 21st March, 1960 for adjudication.

## SCHEDULE I

1. Allahabad Bank Limited.
2. Ambat Bank Limited.
3. Bank of Baroda Limited.
4. Bank of India Limited.
5. Bank of China.
6. Bank of Behar Limited.
7. Bank of Maharashtra Limited.
8. Bank of Rajasthan Limited.
9. Bharatha Lakshmi Bank Limited.

10. Canara Bank Limited.
11. Canara Banking Corporation Limited.
12. Canara Industrial and Banking Syndicate Limited.
13. Catholic Syrian Bank Limited.
14. Central Bank of India Limited.
15. Chaldean Syrian Bank Limited.
16. Chartered Bank.
17. Cochin Commercial Bank Limited.
18. Comptoir National D'Escompto de Paris.
19. Devkaran Nanjee Banking Company Limited.
20. Eastern Bank Limited.
21. First National City Bank of New York.
22. Gadodia Bank Limited.
23. Hindustan Commercial Bank Limited.
24. Hindustan Mercantile Bank Limited.
25. Hongkong and Shanghai Banking Corporation.
26. Indian Bank Limited.
27. Indian Insurance and Banking Corporation Limited.
28. Indian Overseas Bank Limited.
29. Jaya Lakxmi Bank Limited.
30. Jodhpur Commercial Bank Limited.
31. Karnataka Bank Limited.
32. Lakshmi Commercial Bank Limited.
33. Laxmi Bank Limited.
34. Lloyds Bank Limited.
35. Mercantile Bank Limited.
36. Narang Bank of India Limited.
37. National Bank of Lahore Limited.
38. National and Grindlays Bank Limited.
39. Nedungadi Bank Limited.
40. Netherlands Trading Society.
41. New Bank of India Limited.
42. New Citizen Bank of India Limited.
43. Oriental Bank of Commerce Limited.
44. Palai Central Bank Limited.
45. Pandyan Bank Limited.
46. Punjab Co-operative Bank Limited.
47. Punjab and Kashmir Bank Limited.
48. Punjab National Bank Limited.
49. Punjab and Sind Bank Limited.
50. Safe Bank Limited.
51. Salem Bank Limited.
52. State Bank of Bikaner.
53. State Bank of Hyderabad.
54. State Bank of India.
55. State Bank of Indore.
56. State Bank of Jaipur.
57. State Bank of Mysore.
58. State Bank of Travancore.
59. South Indian Bank Limited.
60. Thomcos Bank Limited.

61. Travancore Forward Bank Limited.
62. Union Bank of India Limited.
63. United Bank of India Limited.
64. United Commercial Bank Limited.
65. United Commercial Bank Limited.
66. Vijaya Bank Limited.
67. Vysya Bank Limited.

## SCHEDULE II

1. Categorisation of banks and areas for the purposes of this adjudication.
2. Scales of pay; method of adjustment in the scales of pay.
3. Dearness allowance with particular reference to the question whether any part of the existing dearness allowance should be absorbed in the basic pay.
4. House rent and other allowances, including travelling and halting allowances and leave fare concessions.
5. Provident fund, including the rate of contribution and the rate of interest.
6. Pension and gratuity.
7. Leave rules.
8. Hours of work and overtime.
9. Medical aid and expenses.
10. Cash deposits, fidelity bonds and other securities to be furnished by the staff.
11. Uniforms and liveries.
12. Need for maintenance of seniority lists.
13. Age of retirement.
14. Categories of workmen to whom the award of the Tribunal should be applicable.
15. Subsistence allowance during period of suspension.
16. Procedure for termination of employment and taking other disciplinary action.
17. Date of effect of the new award and option, if any, to be given to the existing employees to retain their present terms and conditions of service.
18. Need for interim relief.
19. Difficulties and anomalies in the operation of the existing award.
20. The need for the development of the banking industry including banking facilities in rural areas.
21. Special needs of the State Bank of India and its subsidiaries, in respect of any of the foregoing items, having regard to their responsibility for the conduct of Government business.
22. Any other question connected with, or arising out of, the foregoing matters.

**S.O. 706.**—Whereas by an order of the Government of India in the Ministry of Labour and Employment No. S.O. 705, dated the 21st March, 1960, an industrial dispute between the employers in relation to certain banking companies and corporations including the State Bank of India and their workmen has been referred to a National Tribunal for adjudication;

Now, therefore, in exercise of the powers conferred by sub-section (3) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby prohibits the continuance of the strike in existence in the State Bank of India.

[No. LR II-10(48)60-III.]

**S.O. 707.**—Whereas the Central Government is of opinion that an industrial dispute exists between the Reserve Bank of India and its workmen in respect of the matters specified in Schedules I and II hereto annexed which are either matters in dispute or matters connected with or relevant to the said dispute and that the dispute involves questions of national importance;

And whereas the Central Government is of opinion that the dispute should be adjudicated by a National Tribunal;

Now, therefore, in exercise of the powers conferred by sub-section (1A) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby refers the said dispute to the National Tribunal constituted by the notification of the Government of India in the Ministry of Labour and Employment No. S.O. 704, dated the 21st March, 1960 for adjudication.

#### SCHEDULE I

*Matters between the Reserve Bank and its workmen, being Class II and Class III staff*

1. Scales of pay, and method of adjustment in scales of pay.
2. Dearness Allowance.
3. Local, House Rent and other allowances including Family Allowance and Travelling and Halting Allowances.
4. Grant of advance increments to graduates and the grant of increments and honoraria to workmen completing the Institute of Bankers' Examination.
5. Payment of tax on professions by the Bank on behalf of its employees.
6. Leave Fare Concession.
7. Introduction of Pension Scheme, and whether any changes and adjustments are necessary consequential to the introduction of the Pension Scheme or otherwise in the existing Provident Fund and Gratuity Schemes.
8. Need for maintenance of combined seniority list at each centre.
9. Medical aid and expenses.
10. Confirmation of temporary employees on completion of six months' service.
11. Fixation of pay on promotion to higher grades.
12. Rates of work in the Verification Sections and Note Examination Sections, including the Note Cancellation Sections.
13. Extent to which Staff Canteens should be subsidised.
14. Establishment of grainshops.
15. Hours of work and Overtime.
16. Cash deposits, guarantee bonds and other securities to be furnished by the staff.
17. Categorisation of workmen to whom the award of the Tribunal should be applicable.

18. Procedure for the termination of employment and taking other disciplinary action, including the claim of the Reserve Bank Employees Associations to defend individual employees in disciplinary proceedings.
19. The claim of the Reserve Bank Employees' Associations to represent individual grievances of workmen.
20. Date of effect of the new Award and option, if any, to be given to the existing employees to retain their present terms and conditions of service.
21. Any other question connected with or arising out of the foregoing matters.
22. Special position of the Reserve Bank as the Central Bank of the country.

#### SCHEDULE II

##### *Matters between the Reserve Bank and its workmen, being Class IV Staff*

1. Scales of pay, and method of adjustment in scales of pay.
2. Local pay.
3. Dearness Allowance.
4. House Rent and other allowances including Family Allowance and Travelling and Halting Allowances.
5. Leave Fare Concession.
6. Introduction of Pension Scheme and whether any changes and adjustments are necessary consequential to the introduction of the Pension Scheme or otherwise in the existing Provident Fund and Gratuity Schemes.
7. Medical aid and expenses.
8. Confirmation of temporary employees on completion of six months' service.
9. Fixation of pay on promotion to higher grades.
10. Hours of work and overtime.
11. Grant of sick leave, extraordinary leave and accident leave and notice required for grant of ordinary leave.
12. Age of retirement.
13. Conversion of part-time posts into full-time posts.
14. Provision for insurance against risk of injury or death.
15. Uniforms and Liveries.
16. Extent to which staff canteens should be subsidized, and the terms and conditions thereof.
17. Establishment of grainshops.
18. Suspension and allowance during suspension.
19. Procedure for the termination of employment and taking other disciplinary action, including the claim of the Reserve Bank Employees' Unions to defend individual employees in disciplinary proceedings.
20. The claim of the Reserve Bank Employees' Unions to represent individual grievances of workmen.
21. Date of effect of the new Award and option, if any, to be given to the existing employees to retain their present terms and conditions of service.
22. Any other question connected with or arising out of the foregoing matters.
23. Special position of the Reserve Bank as the Central Bank of the country.

[No. LR II-10(46)/60.]

P. M. MENON, Secy.

